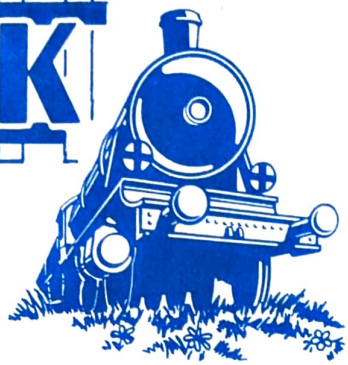
# OFF THE TRACK

## . . . AND ON THE TABLE

Collective Bargaining Bulletin of Non-Academic Senate Faculty
of the University of California

May 1984

# Non-Senate Collective Bargaining Team Goes to Table in May

**PROPOSALS:** By now you should have received a list of proposals drawn up by the elected campus representatives on the state-wide collective bargaining committee. These proposals were compiled from questionnaires and from department- and campus-wide meetings.

**ISSUES:** Major issues which have emerged through discussions continue to be: 1. Security in employment; 2. Fair workload; 3. Benefits for full- and part-time faculty; 4. Equitable review procedures, grievance rights, and full access to one's own personnel file; 5. Equal access to research and travel money, and the right to act as one's own principal investigator of grant and fellowship resources.

The collective bargaining committee has made every effort to incorporate into the list of proposals a set of strategies for accomplishing these goals.

**CALENDAR:** Members of the team have been meeting, drafting and revising proposals since mid-February. They requested to begin negotiations with the University the following month. However, the University has delayed going to the table in an attempt to defer any gains which might be won until the next hiring season. Accordingly, University Council-AFT has had to respond by presenting appeals and unfair labor practice charges to PERB (Public Employee Relations Board) in order to defend individuals' rights.

For example, the now-illegal "four-year rule" is being enforced at UCLA. UC-AFT has filed an unfair labor practice charge and is atempting to have all those not rehired because of this rule reinstated. Other actions are being taken by UC-AFT to prevent the University from cutting back positions and shutting down programs.

**STRUCTURE:** The state-wide collective bargaining committee has elected as co-chairs Marde Gregory (LA) and Roz Spafford (SC). Other committee members who will be going to the table include: Gary Adest (SD), David Horne (R), Josie Salsich (SB), and Sally Sutherland (B); Paco Ramirez (SC) and Ken Lane (B), representing Supervisors of Teachers Education; Jamie Soliz (LA) representing Field Faculty in Social Welfare, and Bob Winkert (tentative - LA) representing Demonstration Teachers. Additional representatives for titles other than Associate and Visiting Lecturers will be added, as well as representatives from San Francisco, Irvine and Davis, for the Associate and Visiting Lecturer series, when they are elected.

Collective bargaining steering committees, composed of department and campus-wide representatives, are forming on each campus. These will provice support and feedback to the representatives at the negotiating table.

Many problems remain to be thought out and resolved. Everyone's input is needed to ensure that the proposals, when they are accepted at the bargaining table, can then be enforced.

**JOIN US TODAY:** Success at the bargaining table can be guaranteed only if an organized and vigilant membership stands ready to support its representatives when they meet with delays and obstacles. However, the team cannot even get to the table without the aid of your dues dollars. These funds help pay for airplane fares, telephone bills, and other expenses incurred by a unit which is large and geographically dispersed. We also need funds to pay the legal counsel necessary to advise the table team. These important things depend on you.

**WHAT IS AT STAKE?** The number of classes you teach, amount of research and teaching support, salary increases, benefits, and much more depend on this contract. Your support directly translates into power - power to negotiate strongly and effectively.

Joining University Council-AFT is an investment in your career, just like becoming a member of a professional organization or taking out a subscription to a scholarly journal. (It's tax deductible, too!) Without your membership the team will not have the strength to bargain effectively. With your membership we can begin to create an environment where our work is adequately rewarded and our students met with our best energies.

**THE FUTURE:** Despite delays, distance and the difficulty of formulating proposals to cover the diverse needs of faculty in this unit the collective bargaining committee has become a unified, smoothly-functioning body. As Marde Gregory put it, "This extraordinarily cohesive group of people not only is committed to the strongest possible position for all unit members, but is composed of superb educators, which will clearly prove an asset in our mission to gain a strong voice in the governance of the university community."

*First statewide collective bargaining committee meeting, Oakland*

# University Council-AFT Membership Application

Name (Please print) _____ /Campus _____

Dept _____ Title _____

Home Address _____ City _____ Zip _____

Campus Phone _____ Home Phone _____

Your dues will be deducted from your paycheck unless you check a box below.

☐ personal checking account deduction – we will withdraw your dues from your personal checking account on a monthly basis. The withdrawal is reported on your account statement. We require a voided deposit slip to start the deduction.

☐ Bankamericard/MasterCard

Card No. _____ Expiration date _____

Signature _____

Date _____

**P.S. Union dues are tax deductible.**

## EMPLOYEE ORGANIZATION MEMBERSHIP PAYROLL DEDUCTION AUTHORIZATION

UPAY 669 (10/80)

| CAMPUS | LOC | EMPLOYEE I.D. | DATE |
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| | | | |

ACTION ON THIS FORM TO BECOME EFFECTIVE THE PAY PERIOD BEGINNING: DATE

PLEASE PRINT OR TYPE

LAST NAME, FIRST, MIDDLE INITIAL

DEPARTMENT EMPLOYED AT U.C.

TITLE AT U.C.

ORGANIZATION NAME (INCLUDE LOCAL NAME AND NUMBER)

**MONTHLY DEDUCTION**

| | ENROLL | CANCEL | CURRENT AMOUNT |
|---|---|---|---|
| DUES | | | |
| INITIATION FEES | | | |
| GENERAL ASSESSMENT | | | |
| TOTAL | | | |

I authorize The Regents of the University of California to withhold monthly or cease withholding from my earnings as an employee, membership dues, initiation fees and general assessments as indicated above.

I understand and agree to the arrangement whereby one total monthly deduction will be made by the University based upon the current rate of dues, initiation fees, and general assessments. I ALSO UNDERSTAND THAT CHANGES IN THE RATE OF DUES, INITIATION FEES AND GENERAL ASSESSMENTS MAY BE MADE AFTER NOTICE TO THAT EFFECT IS GIVEN TO THE UNIVERSITY BY THE ORGANIZATION TO WHICH SUCH AUTHORIZED DEDUCTIONS ARE ASSIGNED AND I HEREBY EXPRESSLY AGREE THAT PURSUANT TO SUCH NOTICE THE UNIVERSITY MAY WITHHOLD FROM MY EARNINGS AMOUNTS EITHER GREATER THAN OR LESS THAN THOSE SHOWN ABOVE WITHOUT OBLIGATION TO INFORM ME BEFORE DOING SO OR TO SEEK ADDITIONAL AUTHORIZATION FROM ME FOR SUCH WITHHOLDINGS.

The University will remit the amount deducted to the official designated by the organization.

This authorization shall remain in effect until revoked by me - allowing up to 30 days time to change the payroll records in order to make effective this assignment or revocation thereof - or until another employee organization becomes my exclusive representative.

It is understood that this authorization shall become void in the event the employee organization's eligibility for payroll deduction terminates for any reason. Upon termination of my employment with the University, this authorization will no longer be in effect.

This authorization does not include dues, initiation fees and general assessments to cover any time prior to the payroll period in which the initial deduction is made. Payroll deductions, including those legally required and those authorized by an employee are assigned priorities. In the event there are insufficient earnings to cover all required and authorized deductions, it is understood that deductions will be taken in the order assigned by the University and no adjustment will be made in a subsequent pay period for membership dues, initiation fees and general assessments.

| EMPLOYEE SIGNATURE | DATE |
|---|---|
| | |

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